

NSCUDD Solid Waste CDL Wage Increase Proposal

NSCUDD BOARD MEETING
SEPTEMBER 6, 2022

Jacobs

SUMTER SANITATION



Current Circumstances

- Industry Demand Increase For CDL Drivers
 - Jacobs currently has 26 CDL Drivers
- Increase in training requirements for CDL drivers in February 2022
 - Before February, a class B CDL cost \$800.00 and 3 days of training, now the cost is \$2,800 and 2 weeks of classroom training.
- Florida CDL Class B Driver average wage is \$41,740 or \$20.07 per hour
- Local competitive wages and sign on bonuses
 - Average hiring wage in our area is \$20.38 per hour (based on 4 other businesses)
 - Sign on bonuses as high as \$3K
- Jacobs current hiring CDL wage of \$18.50 per hour is below competitors and the average Florida wage
- *Problems retaining drivers*
 - *Lost 7 drivers in last 3 months to the competition*
 - *Have 5 unfilled CDL positions*

Proposal —

Increase of \$250K
to the CY 22-23
Annual Fee for
CDL Wage
Increases

Outcomes:

- Increase the hiring wage to be competitive and fall in the mid wage range for Florida
- Improve Driver Attraction and Retention
- Improve Driver Quality
- Improve Quality of Service
- Improve Safety